

New Jersey Public Employment Relations Commission
NON-POLICE AND FIRE
COLLECTIVE NEGOTIATIONS AGREEMENT SUMMARY FORM

Line #

SECTION I: Parties and Term of Contracts

1 Public Employer: High Bridge Board Of Education County: Hunterdon
 2 Employee Organization: High Bridge Teacher's Association Number of Employees in Unit: 85
 3 Base Year Contract Term: July 1, 2011-June 30, 2014 New Contract Term: July 1, 2014-June 30, 2018

SECTION II: Type of Contract Settlement (please check only one)

- 4 ☐ Contract settled without neutral assistance
 5 ☐ Contract settled with assistance of mediator
 6 ☒ Contract settled with assistance of fact-finder
 7 ☐ Contract settled with assistance of super-conciliator
 8 If contract was settled in fact-finding, did the fact-finder issue a report with recommendations?
 Yes ☒ No ☐

SECTION III: Salary Base

The salary base is the cost of salaries in the final year of the expired or expiring agreement. This is the base cost from which the parties negotiate the salary increases.

9 Salary Costs in Base Year \$ 3,818,914
 10 Longevity Costs in Base Year \$ 20,800
 11 Total Salary Base \$ 3,839,714

SECTION IV: Salary Increases for Each Year of New Agreement*

	Year 1	Year 2	Year 3	Year 4	Year 5
12 Effective Date (month/day/year)	<u>7/1/14</u>	<u>7/1/15</u>	<u>7/1/16</u>	<u>7/1/17</u>	
13 Cost of Salary Increments (\$)	<u>50,917</u>	<u>45,469</u>	<u>44,369</u>	<u>40,256</u>	
14 Salary Increase Above Increments (\$)	<u>35,011</u>	<u>75,779</u>	<u>122,541</u>	<u>179,376</u>	
15 Longevity Increase (\$)	<u>1,300</u>	<u>2,600</u>	<u>2,600</u>	<u>2,600</u>	
16 Total \$ Increase (sum of lines 13-15)	<u>87,228</u>	<u>123,848</u>	<u>169,510</u>	<u>222,232</u>	
17 New Salary Base (\$)	<u>3,906,232</u>	<u>4,005,155</u>	<u>4,109,221</u>	<u>4,220,101</u>	
18 Percentage increase over prior year	<u>2.25</u> %	<u>2.50</u> %	<u>2.60</u> %	<u>2.70</u> %	

**If contract duration is longer than five years, please add an additional page.*

SECTION V: Increases in Other Contractual Economic Items or Newly Added Economic Items*

19	Item Description	Base Year Cost (\$)	Year 1 Increase (\$)	Year 2 Increase (\$)	Year 3 Increase (\$)	Year 4 Increase (\$)	Year 5 Increase (\$)
20	Totals(\$):						

*If contract duration is longer than five years, please add an additional page.

SECTION VI: Medical Costs

		Base Year	Year 1
21	Health Plan Cost	\$ 878,168	\$ 954,203
22	Prescription Plan Cost	\$	\$
23	Dental Plan Cost	\$ 34749	\$ 37830
24	Vision Plan Cost	\$ 4640	\$ 4640
25	Total Cost of Insurance	\$ 917557	\$ 996673
26	Employee Insurance Contributions	\$ 146738	\$ 190255
27	Employee Contributions as % of Total Insurance Cost	16.0 %	19.1 %

Section VI: Medical Costs (continued)

28 Identify any insurance changes that were included in this CNA.

There were not any changes. Chapter 78 is maintained for Health Insurance. Board pays \$25/month towards dental and Employee pays remainder of dental costs. Vision is fully paid by Employee.

SECTION VII: Certification and Signature

29 The undersigned certifies that the foregoing figures are true:

Print Name:	<u>Heather Goguen</u>
Position/Title:	<u>Business Administrator/Board Secretary</u>
Signature:	<u>Heather Goguen</u>
Date:	<u>March 29, 2019</u>

Send this completed and signed form along with an electronic copy of the contract and the signed certification form to: contracts@perc.state.nj.us

NJ Public Employment Relations Commission
Conciliation and Arbitration
PO Box 429
Trenton, NJ 08625
Phone: 609-292-9898

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